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# Public Employee Relations Board

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Description	FY 2002 Approved	FY 2003 Proposed	% Change
Operating Budget	\$686,000	\$649,330	-5.3

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The mission of the Public Employee Relations Board (PERB) is to provide for the impartial resolution of labor-management disputes in the District government pursuant to Section 501 of the District of Columbia Comprehensive Merit Personnel Act of 1978.

The Board is an impartial, quasi-judicial, independent agency empowered with the exclusive jurisdiction to resolve labor-management disputes between District agencies and labor organizations representing employees of those agencies.

The agency plans to fulfill its mission by achieving the following strategic result goals:

- Schedule and hold hearings in a timely manner;
- Enforce its orders and defend any appeals filed in the courts;
- Review and amend agency rules and regulations as necessary;
- Review, modify and improve the agency web site;
- Complete conversion of agency files to CD-ROM format, which will allow for more efficient response to requests for information.

## Did you know...

PERB's Website is:	<a href="http://www.perb.dc.gov">www.perb.dc.gov</a>
Contact PERB by calling	(202) 727-1822

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## Where the Money Comes From

Table CG0-1 shows the source of funding for the Public Employee Relations Board.

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Table CG0-1

### FY 2003 Proposed Operating Budget, by Revenue Type

(dollars in thousands)

	Actual FY 2000	Actual FY 2001	Approved FY 2002	Proposed FY 2003	Change From FY 2002
Local	494	586	686	649	-37
<b>Gross Funds</b>	<b>494</b>	<b>586</b>	<b>686</b>	<b>649</b>	<b>-37</b>

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## How the Money is Allocated

Tables CG0-2 and CG0-3 show the FY 2003 proposed budget and FTEs for the agency at the Comptroller Source Group (Object Class) level.

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Table CG0-2

### FY 2003 Proposed Operating Budget, by Comptroller Source Group

(dollars in thousands)

	Actual FY 2000	Actual FY 2001	Approved FY 2002	Proposed FY 2003	Change from FY 2002
Regular Pay - Cont Full Time	191	249	265	278	14
Additional Gross Pay	17	3	0	0	0
Fringe Benefits - Curr Personnel	36	42	48	50	2
<i>Personal Services</i>	<i>245</i>	<i>294</i>	<i>313</i>	<i>329</i>	<i>16</i>
Supplies and Materials	3	5	3	3	0
Telephone, Telegraph, Telegram, Etc	5	4	4	4	-1
Rentals - Land and Structures	90	95	97	108	11
Janitorial Services	0	0	2	0	-2
Security Services	0	2	0	2	2
Other Services and Charges	16	20	42	33	-9
Contractual Services - Other	109	143	225	170	-54
Equipment & Equipment Rental	28	22	0	0	0
<i>Non-personal Services</i>	<i>249</i>	<i>291</i>	<i>373</i>	<i>320</i>	<i>-52</i>
<b>Total Proposed Operating Budget</b>	<b>494</b>	<b>586</b>	<b>686</b>	<b>649</b>	<b>-37</b>

Table CG0-3

**FY 2003 Full-Time Equivalent Employment Levels**

	Actual FY 2000	Actual FY 2001	Approved FY 2002	Proposed FY 2003	Change from FY 2002
Continuing full time	3	3	4	4	0
<b>Total FTEs</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>0</b>

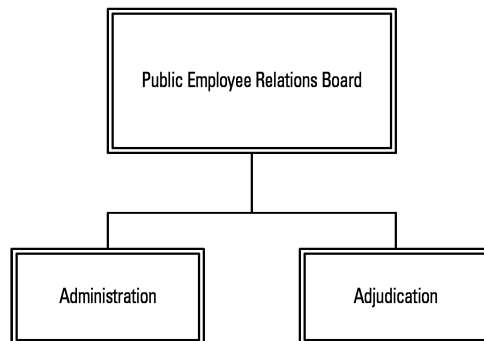
**Local Funds**

The proposed Local budget is \$649,330, a decrease of \$36,670, or 5.3 percent from the FY 2002 approved budget of \$686,000. Personal services have increased by \$15,722 and nonpersonal services have decreased by \$52,392 from FY 2002. There are four FTEs funded by Local sources, which represents no change from the FY 2002 budget.

Significant changes are:

- An increase of \$15,722 in salaries and benefits attributed to the pay increase approved in FY 2002.
- An increase of \$189 in supplies.
- A net increase of \$10,606 in fixed costs, primarily attributable to rent.
- A decrease of \$9,000 in other services.
- A decrease of \$54,187 in contractual services.

Figure CG0-1

**Public Employee Relations Board****Programs**

The Board has two primary program areas:

**Administration** provides for the day to day operations of the Board. The agency executive director is assisted by support staff in performing these functions.

**Adjudication** provides the Board's mission service in deciding cases. Specifically, pursuant to Section 501 of the Comprehensive Merit Personnel Act of 1978, the Public Employee Relations Board exercises duties in these areas:

- Adopt rules and regulations for the conduct of agency business;
- Determine appropriate compensation and noncompensation units for unionized

District employees;

- Facilitate the resolution of impasses in contract negotiations;
- Certify collective bargaining units. Specifically, this is the power to officially recognize unionization of a select group of District employees. The Board's decision to issue certification is made on a case-by-case basis on the supporting documentation filed by a labor organization with the necessary legal ingredient being the determination that a "community of interest" exists. Additionally, the certified collective bargaining unit must promote effective labor relations and efficiency of agency operations.

- De-certify collective bargaining units. De-certification petitions may be filed by the employer agency, an employee of the bargaining unit, or a group of employees in the bargaining unit. If the Board then determines that a majority of the employees in the unit do not wish to be represented by the labor organization, then the de-certification petition may be granted.
- Adjudicate unfair labor practices and standards of conduct complaints and investigating allegations of unfair labor practices and standards of conduct when an official complaint is made of a violation of the labor-management provisions of the Comprehensive Merit Personnel Act. If there are no issues of fact at question, the Board may issue a ruling based on the applicable law. If there are issues of fact at question, the Board assigns a hearing examiner to conduct a formal hearing. The examiner then provides the Board with a report of findings and conclusions and a recommendation that the Board can adopt, reject, or modify when issuing its ruling.
- Consider appeals of grievance arbitration awards.
- Review negotiability appeals to determine if a proposal is within the scope of required collective bargaining.
- Defend court appeals. Under the provisions of D.C. Code Section 1-617.13c any person feeling aggrieved has 30 days from the date of the Board decision to appeal to the D.C. Superior Court, and decisions of that court may be appealed to the D.C. Court of Appeals.
- Publish Board decisions in the D.C. Register.

## Agency Goals and Performance Measures

### Goal 1: Foster positive, productive labor-management relations.

*Citywide Strategic Priority Area:* Making Government Work

*Manager:* Julio A. Castillo, Executive Director

*Supervisor:* Julio A. Castillo, Executive Director

#### Measure 1.1: Percentage of cases decided within 120 days of submission to the Board

	Fiscal Year				
	2000	2001	2002	2003	2004
Target	100	100	100	100	100
Actual	100	100	-	-	-

#### Measure 1.2: Percentage of decisions transmitted to the DC Register for publication within 60 days of issuance

	Fiscal Year				
	2000	2001	2002	2003	2004
Target	100	100	100	100	100
Actual	100	100	-	-	-

#### Measure 1.3: Percentage of cases appealed to courts in which the Public Employee Relations Board prevailed

	Fiscal Year				
	2000	2001	2002	2003	2004
Target	80	70	80	80	80
Actual	100	100	-	-	-

#### Measure 1.4: Percentage of compensation impasse resolution cases that meet statutory time targets (e.g., mediation within 30 days, arbitration within 45 days after the panel has been established)

	Fiscal Year				
	2000	2001	2002	2003	2004
Target	100	100	100	100	100
Actual	100	100	-	-	-